

**MINUTES
FACULTY SENATE
THE UNIVERSITY OF ARIZONA®
May 5, 1997**

REVISED
9-10-97

by Secretary Rose Gerber

CALL TO ORDER

The meeting was called to order by Presiding Officer Jeffrey L. Warburton at 3:00 p.m. in Room 146 of the College of Law.

Present: Senators Aleamoni, Caldwell, Carlson, Chen, Clarke, Coons, Dahlgran, Davidson, D. Davis, T. Davis, Dvorak, Dyl, Emrick, Erickson, Erlings, Garcia, Gerber, Glittenberg, Gore, Heckler, Hogle, Howell, Hurt, Joens, Larson, Levy, Love, Maré, Medine, Miller, Mishra, Mitchell, Montanaro, Myers, S. O'Brien, Pacheco, Pitt, Poss, Reeves, Schiffer, Schooley, Silverman, Sypherd, Troy, Warburton, Witte, and Zwolinski. Robert Sankey served as Parliamentarian.

Absent: Senators Atwater, Emrich, Feltham, Fericola, Gruener, McCaslin, Nelson, Pepper, Smith, Spece, Szilagyi, Taylor, and Weinand.

ANNOUNCEMENTS

Presiding Officer Warburton welcomed and introduced new Senators. He also announced that two items had had to be withdrawn from today's agenda: (1) Item 10, discussion and possible action on proposed conflict of interest and commitment policy, had to be removed because it was not possible to distribute the proposed policy to Senators in time for them to review prior to today's meeting. (2) Item 12, discussion and possible action on withdrawal policy for students leaving the University, was deleted because several people who need to be involved in the discussion were not able to attend today's session.

2. OPEN SESSION

Senator Schiffer reported that he wanted to call attention to a serious problem developing in the implementation of the general education curriculum: The new general education framework encourages the development of innovative courses that creatively integrate knowledge across disciplinary boundaries. Senator Schiffer said he expected that such courses would be offered at all levels, fitting into either Tier 1 or Tier 2. However, he added, it was his understanding that no 400-level courses are to be included in the Tier 2 list. This seems to contradict the explicit provision of the general education curriculum that Tier 2 courses may be taken at any time during a student's undergraduate years. Senator Schiffer indicated that, although he understood the rationale to be that 400-level courses are too advanced or too specialized to be included in general education offerings, in his view some of the most innovative, interdisciplinary courses are in fact taught at the 400 level. He gave several examples of courses from his own experience, noting that they are targeted at mature undergraduate students but introduce a new subject area and are therefore appropriate for general, introductory courses. Senator Schiffer concluded by commenting that the Senate must reaffirm its commitment to innovation in the general education program by clarifying what levels of courses qualify for inclusion in Tier 2; he added that he would introduce such a motion under New Business today.

3. REPORTS

3A. President Manuel Pacheco

President Pacheco reported that the Governor had recently signed legislation to change the policy regarding compensation to state employees for unused sick leave when they retire. Currently, retiring employees receive a lump-sum payment of \$750 if they have accumulated 1,000 or more hours of unused sick leave. Effective July 1, 1998, this payment will become significantly larger, with the amount depending upon the total number of unused sick leave hours accumulated. Employees with 500-750 hours of unused sick leave will be paid 25% of their current hourly rate for those hours; employees with 750-1,000 hours of unused sick leave will be paid 33% of their hourly rate for the unused sick leave; and employees with 1,000 or more hours of unused sick leave will be entitled to payment at a rate equal to 50% of their hourly rate. Additionally, members of the Arizona State Retirement System will have the option of receiving either the cash payment or an equivalent amount in group health and accident insurance. The funding for this policy change will result in a significant financial problem for the UA; details on funding arrangements will be disseminated as soon as they have been resolved.

Since this was his last meeting with the UA Faculty Senate before his departure for Missouri, President Pacheco noted that he had enjoyed working with the Senate for the past six years and had appreciated the contributions that this body had made to the University's well-being. He added that he had been heartened by the decrease in the last several years of the "more-or-less automatic antipathy" of the Faculty Senate to anything proposed by the administration, and he expressed his expectation that the recently adopted shared governance agreement would help move the University toward a fully open-minded and cooperative way of conducting business. He concluded by saying that he and Mrs. Pacheco intend to return to Tucson at some future point so that he can write several books, but he would not seek to be re-established at the UA.

3B. Provost Paul Sypherd

Provost Sypherd noted his consternation at the departure of President Pacheco and Academic Vice President for Information and Human Resources Martha Gilliland from the UA, and of John Schwarz from the Faculty Senate. He said he would always consider himself President Pacheco's Provost, and he had enjoyed their four-and-a-half year association here. He expressed his personal and profound gratitude to Senator Schwarz for two years of unswerving service as Chair of the Faculty. Although he and Senator Schwarz had had some "mighty battles" behind closed doors, he said, those disagreements were never personal; they were always of substance, dealing with matters of process rather than philosophy or commitment. He added that Senator Schwarz has been a fantastic faculty member and representative of the Faculty Senate, and the University owes him a great deal.

Senator Sypherd clarified statements he had made at the April 28, 1997, Senate meeting regarding the amendability of the shared governance agreement. He noted that his intent was to convey that the agreement, once signed by both parties and therefore a memorandum of understanding, could not be changed unilaterally by a vote of the Senate.

Provost Sypherd summarized the UA's current budgetary status, using overhead transparencies (copies included at the end of these minutes). He noted that the UA's total state operating budget is almost \$300 million annually, and the figures to be presented today represent increases or decreases to that amount. Other highlights: Slide #1 - The left column represents the requests and needs of the UA for fiscal year 1998 (a total of \$21,594,800), while the right column shows the state's response to those requests (a total of \$9,951,400 in appropriations). Numbers in parentheses (line item #6) are negative numbers; these represent a substantial problem for the UA and are a reflection of declining enrollments. Once state appropriations, planned collections, and internal reallocations are taken into account, unmet needs amounting to \$7,560,200 remain. The tuition increase approved by the Arizona Board of Regents (2.5% for in-state fees and 4% for out-of-state tuition) reduces the budget shortfall to approximately \$6 million. Slide #2 - The presidents of the three state universities have agreed that faculty who do not teach six units during Fall 1997 (and are therefore not eligible for the merit pool approved by the Legislature) but are otherwise qualified for merit will receive merit increases funded internally by their respective institutions. Implementing this process will present another slight funding problem for the universities, and the UA is currently searching for internal funds that can be utilized for merit. Slide #3 - With a few exceptions, the number of student credit hours taught has decreased consistently since 1991; a loss of student FTE results in a loss of faculty FTE. The greatest source of decline in student credit hours for the next three years will be in the failure to retain students; this issue should be a concern for everyone on campus, especially those who are in daily contact with students.

3C. Secretary of the Faculty Rose Gerber

No report.

3D. Presiding Officer Jeff Warburton

Senator Warburton expressed his pleasure at having served as Presiding Officer of the Faculty Senate for the past year. He also noted that the 1996-97 academic year had begun with a major transition of the Faculty Center staff, due to the death of Emily Krauz and the relocation of Catherine Crawford. He thanked current staff members Donna Leavell and Pam Bridgmon for their hard work this year. He also suggested that new or continuing Senators could contact the Faculty Center with any questions or concerns. Senator Warburton went on to thank the Faculty Senate Executive Committee and the chairs of the Senate standing committees for their timely work and resourcefulness. He mentioned several major accomplishments of the 1996-97 Faculty Senate: the adoption of the shared governance agreement, the promotion and tenure guidelines, the post-tenure review process, and the general education program. He concluded by thanking outgoing Chair of the Faculty John Schwarz for his work with the Arizona Faculties Council, which represents the faculty at all state universities to the Regents and other groups, as well as for his ability to see the whole picture objectively, to the benefit of all UA faculty.

3E. President of ASUA Gilbert Davidson

Senator Davidson did not give a formal report, but he said that he was looking forward to working with all the members of the faculty and serving on this respected body. He added that the student representatives to the Faculty Senate for 1997-98 are outstanding.

3F. Chair of the Faculty Jerry Hogle

Senator Hogle said that he felt honored to have been elected to represent a faculty of such extraordinary ability, dedication, and accomplishment. He also noted that he was grateful to all the people who worked very hard during the Spring 1997 faculty elections; this hard work resulted in the largest voter turnout ever. He thanked those who have helped during the transition period to usher him into office, including the Faculty Center staff, Secretary Gerber, Presiding Officer Warburton, the Provost, and Vice Provost for Academic Personnel Elizabeth Ervin. He expressed particular gratitude to outgoing Chair Schwarz for his tireless work and remarkable record of achievement for the past two years—an effort characterized by decency and graciousness to people. Chair Hogle presented Dr. Schwarz with a plaque inscribed, "Our deepest gratitude for a job very well done, from the entire faculty and the Faculty Center to the Chair of the Faculty, 1995-97, Professor John E. Schwarz." Photos of the incoming and outgoing Chairs of the Faculty, as well as group pictures of the chairs of Senate standing committees, were taken. Dr. Schwarz thanked everyone, noting that he was leaving the Chair's position deeply satisfied with what had been accomplished over the past two years. He added

that 95% of the job was fun, and the great majority of people he worked with over that time not only contributed a great deal but were a genuine pleasure to work with.

Chair Hogle continued that he hoped Professor Schwarz's legacy would remain with us, particularly because of the exquisite balance he was able to maintain between advocating for faculty rights (i.e., academic freedom and protection of faculty from excessive action) and having a genuine desire to have all sides work together. He noted that the shared governance agreement should help to foster a spirit of cooperation. Chair Hogle briefly outlined four areas in which he would like to pursue advancement during the next two years: (1) making shared governance a living reality, assuring that it works in all colleges and departments and broadening the process to include students, staff, and academic professionals; (2) improving the understanding and management of faculty workload, both internally and externally; (3) enhancing protection of faculty in several areas, including reviewing and attempting to rectify salary inequities, and ensuring freedom from arbitrary action; and (4) striving for the ideal of genuine community on and off campus, creating an atmosphere of mutual respect and consideration. With regard to the third area, Dr. Hogle reported that he intends to establish a task force that will be asked to investigate the facts of salary inequities in all departments and colleges and then suggest a plan of action. He concluded his remarks by asking for everyone's help in attaining these goals and thanking them for their encouragement and support.

4. QUESTION AND ANSWER PERIOD

Senator Garcia asked whether copies of Provost Sypherd's overhead transparencies could be included with today's minutes, to which Senator Warburton responded in the affirmative.

Senator Myers asked the number of the legislative bill related to sick leave. President Pacheco said he would have Dr. Terence Burke provide it. [House Bill #2331.]

Senator Silverman asked whether the shared governance agreement had been signed, and if so, will a copy of the signed document be distributed to the faculty in some way (e.g., mailing it to faculty or publishing it in *Lo Que Pasa*). President Pacheco confirmed that it had been signed, and Senator Warburton said that it will be distributed.

Senator Pitt asked Provost Sypherd if the merit money for Spring 1998 will be a raise or a bonus. Senator Sypherd replied that, by agreement of the presidents of the three universities, these will be merit raises, adjustments to the base, even though the language in the statute is not clear.

Senator D. Davis asked what the voter turnout for the last faculty election was. Dr. Schwarz responded that the number of ballots cast was approximately 1,020, which is close to half of the eligible voters.

Senator Medine asked Provost Sypherd for clarification of the two phases of merit increases he had mentioned. Dr. Sypherd responded that January 1998 will be the first merit cycle. In an attempt to model a biennial budget, the JLBC also included in the statute a January 1, 1999, merit cycle of the same magnitude. Although the statute does not indicate that the January 1999 merit cycle will be distributed with the same restrictions as the January 1998 merit money (i.e., the requirement of a 6-hour minimum teaching load), it was Dr. Sypherd's understanding that the JLBC intended to revise the statute to include the same restrictions. He emphasized that the presidents of all three universities objected strenuously to the separation of faculty in this way, as well as the JLBC's failure to take note of teaching modes other than standing in a classroom and the micromanagement of the execution of the curriculum by the budget committee staff.

Senator Maré asked Senator Sypherd if the funding located internally to provide merit for those not teaching 6 units per semester will reduce the amount of money available for those who do teach 6 units per semester. Senator Sypherd clarified that this internal funding has not yet been found, but the administration has made a commitment to find the money. It remains an open question whether everyone will share in the responsibility of financing the internal merit pool, and that issue will have to be resolved in the coming weeks.

5. APPROVAL OF THE MINUTES OF MARCH 3, 1997

The minutes of the Faculty Senate meeting on March 3, 1997, were approved as distributed.

6. ELECTIONS FOR COMMITTEE ON CONCILIATION, UNIVERSITY COMMITTEE ON ETHICS AND COMMITMENT, UNIVERSITY HEARING BOARD, 1997-98 PRESIDING OFFICER OF THE FACULTY SENATE, AND 1997-98 FACULTY SENATE REPRESENTATIVE ON THE FACULTY SENATE EXECUTIVE COMMITTEE

Votes were cast using written ballots. Senator Zwolinski and Parliamentarian Sankey served as tellers. Secretary Gerber subsequently announced the results of the balloting. Those elected were:

Committee on Conciliation (3 elected):

Alfredo Huete
Philip C. Keller
Robert Mitchell

University Committee on Ethics and Commitment

(2 elected):
Neal R. Armstrong
Thomas P. Davis

University Hearing Board (4 elected):

Doug Finlayson
Glen M. Miller
Mary M. Poulton
Mark A. Smith

Presiding Officer of the Faculty Senate

Jeffrey L. Warburton

Faculty Senate Executive Committee Representative:

Malcolm Zwolinski

7. **APPROVAL OF CONSENT AGENDA ITEMS (Attachment)**

Senator Warburton reminded Senators that all three consent agenda items had received the appropriate approvals at the unit and college levels, as well as by the Undergraduate Council. Additionally, the consolidation requests meet ABOR guidelines on shared majors. All three consent agenda items come to the Senate as seconded motions from the Instruction and Curriculum Policy Committee.

Seconded Motion 1996/97-88, for the Classics Department to consolidate three majors (Greek, Latin, and Classics) and to offer one major in Classics with three options: Option A, Greek; Option B, Latin; Option C, Classics. Motion carried unanimously.

Seconded Motion 1996/97-89, for the Russian and Soviet Studies Department to consolidate two majors (Russian and Russian/Soviet Studies) and to offer one major in Russian with two options: Option A, Russian; Option B, Russian/Eurasian Studies. Motion carried unanimously

Seconded Motion 1996/97-90, for the College of Fine Arts to establish a B.A. with a major in Fine Arts Studies. Motion carried unanimously.

8. **DISCUSSION AND POSSIBLE ACTION ON PROPOSED FAMILY CARE POLICIES (Attachment)**

Senator Warburton reported that approval of the proposed family care policies comes to the Senate as a seconded motion [Motion 1996/97-91] from the Academic Personnel Policy Committee. He yielded the floor to Senator Schooley, APPC Chair, so that he could make a brief presentation regarding the proposed policies.

Senator Schooley noted that the proposed policies basically represent a clarification and consolidation of information on family care policies already in use at the University. He added that the APPC had reviewed the recommended policies (which were originally developed by the Family Care Policies Working Group) and had revised the document slightly after reviewing input solicited from various campus groups.

Senator Myers asked how the policies relate to the document regarding revised family and medical leave policy recently distributed via 3-D by Patricia Hutton, Director of HR Employee Services. Senator Schooley said that he had just received the 3-D and hadn't had an opportunity to make a line-by-line comparison, but he assumed there was no conflict. Dr. Naomi Miller, a member of the Family Care Policies Working Group, added that Elizabeth Buchanan of the UA Attorneys Office had attended all of the group's meetings and had considered possible legal ramifications. There are no conflicts between the policies recently circulated via 3-D and the proposed policies, and no legal problems are anticipated, Dr. Miller said.

There was some discussion regarding the fact that the proposed policies allow for both spouses to be granted a parental delay upon request, if they both hold tenure- or continuing-eligible appointments at the UA and are otherwise eligible. Dr. Miller explained that the working group felt that it would be discriminatory to allow a leave or tenure-clock delay for only one parent. Senator Silverman clarified that it would be very unlikely that both parents would be granted permission to stop work completely at the same time to care for one child or even several children.

Seconded Motion 1996/97-91, to approve the policies recommended by the Family Care Policies Working Group, was passed unanimously.

9. **REPORTS FROM COMMITTEES (Attachments)**

Senator Warburton noted that Senators had received copies of the annual reports of the standing committees. He asked committee chairs to give brief oral presentations. The chairs explained the charge of their respective committees, summarized committee activities for 1996-97, noted items pending for future action, and thanked their committee members. Other highlights from the oral reports and related discussion:

Academic Personnel Policy Committee (Senator Schooley, Chair) - The Academic Personnel Policy Committee (APPC) is still reviewing a few promotion and tenure continuation decisions contained in the statistical report presented earlier in the year. Senator Schooley also noted that the APPC had accomplished a great deal during the past year and that the 1996-97 Faculty Senate session had been the most productive one he had ever observed during his many years on campus.

Instruction and Curriculum Policy Committee (Dr. Ann Weekes, Chair) -The Instruction and Curriculum Policy Committee (ICPC) met 13 times throughout the academic year, including several emergency meetings. ICPC members have been extremely hard-

working and conscientious. Senator D. Davis asked about the ICPC's earlier recommendation that an oversight committee be named to monitor the implementation of the general education program. Dr. Weekes noted that the Senate had not yet designated such a committee. Senator Warburton added that the Faculty Senate Executive Committee was aware of the heavy workload of the ICPC and was reviewing options to lighten the committee's load. After further discussion, Senator D. Davis moved [Motion 1996/97-92] that the Faculty Senate note its concurrence with the recommendation of the Instruction and Curriculum Policy Committee that a committee be named to oversee the implementation of the general education program. Motion was seconded and passed unanimously.

Research Policy Committee (Dr. Ara Arabyan, Chair) - The Research Policy Committee (RPC) spent the majority of its time on redrafting and receiving input on the proposed conflict of interest and commitment policy (CICP); the draft document is currently being reviewed by the UA Attorneys Office and will be brought back to the Senate in the fall. Work on the institutional consulting policy was delayed until the CICP could be finalized. The RPC considered two possible bases for the consulting policy: the engineering consulting policy and the policy from the University of Massachusetts. The policy on data retention and ownership was adopted by the Senate in January. Senator Witte asked if Senators could receive the drafts of proposed policies three to four weeks prior to being asked to vote on them, so that they will have an opportunity to review them thoroughly. Senator Clarke asked who had decided upon the name for the Valley Fever Center for Excellence; Senator Sypherd explained that the facility is essentially a center for research on valley fever, and its name relates to funding rather than function.

Student Affairs Policy Committee (Prof. Jocelyn Reiter, Chair) - The committee's major project for the year was the review of the revised Code of Academic Integrity, which the Senate approved.

Committee of Eleven (Senator Aleamoni, Chair) - The results of the presidential profile decision labs will be included with the next set of Senate minutes distributed to the General Faculty.

Committee on Academic Freedom and Tenure (Dr. Mary Wetzel, Chair) - This year the Committee on Academic Freedom and Tenure (CAFT) completed four cases, with one case pending for the 1997-98 committee. The 1996-97 committee has sent to the Faculty Senate (via the Executive Committee) a seconded motion that suggests Constitution and Bylaws changes relating to CAFT procedures. The committee also recommends updates to CAFT policies and concordance of scattered UA and ABOR policy statements.

Committee on Conciliation (Dr. Darrell Goll, Chair) - This year the Committee on Conciliation (COC) had a great deal of difficulty in dealing with promotion and tenure issues. The consensus is that by the time these issues are presented to the committee, frequently the process has proceeded beyond the point that conciliation can be used effectively. The COC recommends that the Senate consider changing the Bylaws to delete the requirement that faculty members requesting action from CAFT first must attempt to obtain a solution or adjustment through the COC. The committee also suggests some revisions to the COC guidelines and development of a mechanism for the chairs of CAFT, COC, and Ethics, as well as the Affirmative Action Office, to meet regularly to assign grievance cases to the appropriate committee for consideration. In response to a question from Senator Garcia, Senator Warburton said that the Executive Committee would consider these recommendations in the fall.

University Committee on Ethics and Commitment (Senator T. Davis, Chair) - In October 1996 a new federal regulation was imposed regarding charges of misconduct or ethical concerns related to research. The regulation states that any U.S. university that receives federal funding must have a process by which such charges can be investigated. The UA is fortunate in that it already has such a process in place: The University Committee on Ethics and Commitment (UCEC) handles the inquiry phase of a case to determine if there is sufficient evidence to warrant pursuing the matter; if UCEC decides there is ample evidence, it refers the matter to CAFT for further investigation. Senator Davis recently attended an intensive three-day workshop in San Diego to be trained in how to investigate allegations of research misconduct. He and Dr. Thomas Cetas, the 1997-98 CAFT Chair, will attend another workshop in June to receive additional training in this area. This year UCEC met almost weekly, a departure from previous years when it typically met once annually. The committee reviewed a number of formal and informal allegations; it referred two cases to CAFT, and one of those is still being investigated. Senator Davis concurred with Dr. Wetzel's recommendation that Bylaws changes be made to encompass CAFT's increased investigatory role. Senator Medine asked Senator Warburton if Senator Davis could give a formal or informal report to the Executive Committee in the fall regarding the June training session; Senator Warburton indicated his assent. Senator Witte made the following comments: (1) The interdigitation of CAFT and UCEC should be reviewed and discussed by the Senate. (2) All materials made available to CAFT already should have been provided to both parties in a case (i.e., nothing confidential is kept confidential from the person being accused of misconduct). (3) It is not proper for UA attorneys to advise CAFT or UCEC, since they may well have a strong bias toward one side or the other. Senator Davis noted that he had frequently had an attorney present at UCEC meetings to interpret confidentiality issues. In several cases, those attorneys were from outside the UA campus community.

10. **REPORT ON UNIVERSITY STRATEGIC PLAN FROM SPBAC** (Attachment)

Senator Warburton yielded the floor to Dr. Joaquin Ruiz, Chair of the University Strategic Planning and Budget Advisory Committee (SPBAC). Dr. Ruiz explained that the Arizona Board of Regents (ABOR) requires the UA and other state institutions to have a University Strategic Plan; at the UA, SPBAC (a committee composed of faculty, staff, and administrators) is charged with reviewing the plan every year. He introduced Mr. Douglas Jones, a member of SPBAC and the person responsible for spearheading

the re-evaluation and revision of the University Strategic Plan this year. Mr. Jones clarified that there are currently two versions of the draft plan—one “strike-out” version showing all the proposed revisions to date, and the other a “clean” version. Senators received the clean version in their packets. He noted that SPBAC’s goal this year was to make the University Strategic Plan more concise and clear; the committee also has tried to identify gaps and update the language. Since the Legislature and ABOR are placing increased emphasis on budgeting to a plan, it is important that the strategic plan be as complete and clear as possible. Mr. Jones asked for input from Faculty Senators by May 14, 1997, so that any comments can be considered in further revisions. He also made the following points: (1) This year SPBAC focused primarily on portions of the introductory material and the goals and objectives, trying to enhance the goals and update them to reflect what is currently happening at the UA. (2) The committee is meeting with a number of campus groups on a regular basis to obtain feedback on the plan. SPBAC will assemble these comments over the summer and incorporate them into the revised plan.

In response to an inquiry from Senator Garcia, Mr. Jones noted that the University Strategic Plan will go to the Board of Regents at their October 1997 meeting. Senator Garcia asked if the Senate would have another opportunity to comment collectively on the document before that time; Dr. Ruiz responded that, given the ABOR requirement for materials to be submitted several weeks in advance of meetings, it would be difficult for SPBAC to make substantive changes in the plan if the Faculty Senate discusses the plan at its meeting on September 8 and has such recommendations. He reminded Senators that the University Strategic Plan is reviewed and revised annually; perhaps next year SPBAC can present the proposed revisions at the penultimate Senate meeting in the spring in order to allow more time for Senate discussion and input. He also noted that the faculty members on SPBAC are elected representatives of the faculty.

Senator Clarke had a comment regarding page 5 of the plan, under A.1.c. (Strategies): The issue of class size is very important but is not directly addressed in the document. The statement in the cited passage, which recommends increasing the proportion of lower-division undergraduate courses taught by ranked, professorial faculty, misses the point, he said. Merely placing a professor in front of a large group of students does not accomplish the objective of increasing the contact between undergraduate students and ranked faculty.

Senator Schooley noted that the UA lags well behind its peers in the implementation of modern information technology, and this impacts the mission of the University in a number of areas, including recruitment, retention, and classroom instruction. Noting the Provost’s earlier remark that the Legislature had ignored a budget request to improve the information technology infrastructure, Senator Schooley commented that the Information and Technology Council soon would be forwarding specific suggestions related to this area to SPBAC. Dr. Ruiz replied that the committee was looking forward to receiving that input.

11. **NEW BUSINESS**

Senator Schiffer moved [Motion 1996/97-93] that 400-level courses qualify for Tier 2 of the general education program, if they meet the substantive criteria for inclusion; motion seconded.

Senator Hurt said he did not understand why 400-level courses could not be reworked to fit within the framework that has been described for the general education program. Senator Schiffer explained that, although 400-level courses sometimes fit within the framework the Senate passed, it is his understanding that 400-level courses will not be approved for the general education program, regardless of their substantive character. He added that 400-level courses are often paired with 500-level courses; these courses can be taken by both upper-division undergraduates and graduate students. Therefore, reworking a 400-level course to turn it into a 300-level course means that one course would have to be divided into two. This would be an unrealistic expectation, he said.

Senator Silverman said he did not understand all the implications of the motion, and he therefore was not sure whether he was in favor of the motion or opposed to it. After conferring with Parliamentarian Sankey, Senator Silverman moved [Motion 1996/97-94] to refer Senator Schiffer’s motion to either the ICPC or a yet-to-be-named oversight committee for the general education program; motion seconded and passed.

12. **RECESS**

The Senate meeting recessed at 4:55 p.m. to go into Executive Session.

Rose M. Gerber, Secretary

Appendix*

1. Consent Agenda for Faculty Senate Meeting, May 5, 1997
2. Recommendations of the Family Care Policies Working Group, with cover memo from Larry Schooley dated April 24, 1997
3. Annual reports from committees for 1996-97: Academic Personnel Policy Committee, Instruction and Curriculum Policy Committee, Research Policy Committee, Student Affairs Policy Committee, Committee of Eleven, Committee on Academic Freedom and Tenure, Committee on Ethics and Commitment, Committee on Conciliation
4. The University of Arizona Main Campus Strategic Plan, dated April 10, 1997 (revised draft 4)

*Copies of material listed in the Appendix are attached to the original minutes and are on file in the Faculty Center.

Motions of the Meeting of May 5, 1997

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| 1996/97-88 | Seconded motion from ICPC for the Classics Department to consolidate three majors (Greek, Latin, and Classics) and to offer one major in Classics with three options: Option A, Greek; Option B, Latin; Option C, Classics; carried unanimously. |
| 1996/97-89 | Seconded motion from ICPC for the Russian and Soviet Studies Department to consolidate two majors (Russian and Russian/Soviet Studies) and to offer one major in Russian with two options: Option A, Russian; Option B, Russian/Eurasian Studies; carried unanimously. |
| 1996/97-90 | Seconded motion from ICPC for the College of Fine Arts to establish a B.A. with a major in Fine Arts Studies; carried unanimously. |
| 1996/97-91 | Seconded motion from APPC to approve the family care policies recommended by the Family Care Policies Working Group; carried unanimously. |
| 1996/97-92 | Motion that the Faculty Senate note its concurrence with the recommendation of the ICPC that a committee be named to oversee the implementation of the general education program; seconded and passed unanimously. |
| 1996/97-93 | Motion that 400-level courses qualify for Tier 2 of the general education program, if they meet the substantive criteria for inclusion; seconded and referred to committee. (See below.) |
| 1996/97-94 | Motion to refer Motion 1996/97-93 either to the ICPC or to a yet-to-be-named oversight committee for the general education program; seconded and passed. |

MINUTES
Executive Session
FACULTY SENATE
THE UNIVERSITY OF ARIZONA
May 5, 1997

1. CALL TO ORDER

The meeting was called to order by Presiding Officer Jeffrey L. Warburton at 4:57 p.m. in Room 146 of the College of Law.

Present: Senators Aleamoni, Caldwell, Carlson, Chen, Clarke, Coons, Dahlgran, Davidson, D. Davis, T. Davis, Dvorak, Dyl, Emrick, Erickson, Erlings, Garcia, Gerber, Glittenberg, Gore, Heckler, Hogle, Howell, Hurt, Joens, Larson, Levy, Love, Maré, Medine, Miller, Mishra, Mitchell, Montanaro, Myers, S. O'Brien, Pacheco, Pitt, Poss, Reeves, Schiffer, Schooley, Silverman, Sypherd, Troy, Warburton, Witte, and Zwolinski. Robert Sankey served as Parliamentarian.

Absent: Senators Atwater, Emrich, Feltham, Fernicola, Gruener, McCaslin, Nelson, Pepper, Smith, Spece, Szilagyi, Taylor, and Weinand.

2. DISCUSSION AND ACTION ON HONORARY DEGREE NOMINATIONS

Senator Warburton determined that a quorum of the Senate was still present. He explained that the executive session had been convened to discuss and take action on three honorary degree nominations. Senator D. Davis asked what process such nominations undergo before coming to the Senate floor. Senator Warburton referred the question to Dr. Terence Burke, Associate to the President. Dr. Burke explained that all honorary degree nominations have to originate in an organized faculty unit, such as a program, department, or college. Nominations are sent to an advisory committee on honorary degrees, consisting of seven senior faculty members and chaired by the Secretary of the Senate. The President receives the recommendations of the committee and determines which nominations he wishes to forward to the Senate for action. The Senate, acting on behalf of the faculty as a whole, then votes to approve or reject the nominations. Senator Davis asked if there is any traditional or formal maximum number of nominations; Dr. Burke responded in the negative, noting that the number varies widely. He added that when the degree is actually conferred can also vary, although it normally would be awarded within the next two commencements, occasionally it is not awarded for several years because of an honoree's inability to attend a particular commencement ceremony. Senator Witte asked for verification that each honorary degree nomination has to be acted upon formally by the college faculty from which it arrives, and Dr. Burke responded in the affirmative. He said that each college follows its own procedures, but all nominations that come to the Senate floor have to have received a positive vote from the appropriate college faculty.

Senator Warburton yielded the floor to Dr. David Snow, head of the Department of Sociology, who nominated **Andrew M. Greeley** for an honorary degree of Doctor of Laws on behalf of the College of Social and Behavioral Sciences. Dr. Snow commented that Dr. Greeley has served with great distinction in three different professions—priest, novelist, and academic sociologist. He noted that Dr. Greeley has written 35 books of fiction, 60 books of non-fiction, and nearly 160 journal articles, adding that he is one of the foremost sociologists of religion in the world. He also has contributed significantly to two major universities, the University of Chicago and The University of Arizona. At the UA he was a professor of sociology from 1979 to 1986, and since that time he has been a courtesy adjunct professor, teaching a course each spring at no cost to the University. Dr. Snow concluded by saying that Dr. Greeley has literally touched the lives of thousands of individuals—parishioners, students, fellow sociologists, other social scientists, and the readers of his many novels.

Senator Garcia asked if this nomination of a current UA faculty member is a precedent. Senator Gore mentioned two faculty members possibly honored while still teaching at the UA: George Gaylord Simpson and Lawrence Gould. President Pacheco confirmed that Dr. Simpson did receive an honorary degree.

Andrew M. Greeley's nomination was approved, with two abstentions.

Professor Jacqueline Sharkey presented the next nomination, that of **Edith Sayre Auslander** for an honorary degree of Doctor of Laws. She briefly described Ms Auslander's contributions to the University, the community, the state, and the nation, particularly in the area of women and minorities in education. A native Tucsonan and a graduate of Tucson High School, Ms. Auslander holds bachelor's and master's degrees from the UA. She held several positions in journalism locally, and she also

taught journalism at the UA for several years, leaving when she was appointed to the Arizona Board of Regents. During her eight years of ABOR service, she served as president for one term. Ten years ago Ms. Auslander was one of the 15 founders of the National Association of Hispanic Journalists, a nation-wide organization that attempts to improve the recruitment and retention of minority individuals, particularly Latinos, in the country's newsrooms. She also has served as the president of the UA Hispanic Alumni Association, where she has taken steps to address the high drop-out rate of Hispanic students. Professor Sharkey concluded by noting that Ms. Auslander also has been active in other civic organizations, such as the Tucson Festival Society, the Tucson Civic Ballet, and the Tucson Music of Art.

Senator D. Davis commented that he was disappointed in all of the current nominations. Although the nominees are indeed outstanding, it would seem that the UA could do something other than nominating its own faculty and members of the Arizona Board of Regents for honorary degrees. Perhaps it would be more appropriate to nominate such individuals for outstanding alumni awards, rather than honorary degrees, he said.

Senator T. Davis noted that he strongly supports the nomination of Ms. Auslander, and Senator Garcia added that he thinks she deserves an honorary degree. Senator Clarke said he would support the nomination, but he shared the reservations that Senator D. Davis had expressed. He suggested that the UA broaden its horizons next year when considering nominees for honorary degrees. Senator Medine noted the Senate's misgivings that three out of the last four nominees for honorary degrees are current or former ABOR members. President Pacheco explained that this situation is an anomaly; he added that two of the nominees have already received the highest awards the Alumni Association confers. Senator Witte said she supported Ms. Auslander's nomination, but the message should be disseminated that the Faculty Senate will view nominations of present or past ABOR members with a somewhat jaundiced eye. Such nominees should be judged on the basis of their good deeds, rather than their membership on the Board of Regents, she said.

The nomination of Edith Sayre Auslander was approved, with one vote opposed and one abstention.

Dr. Leonard Dinnerstein, Director of the Committee on Judaic Studies, introduced the nomination of **Esther N. Capin** for an honorary degree of Doctor of Laws. He also detailed how such nominations are processed in the College of Social and Behavioral Sciences: A unit director makes a nomination and forwards it to the dean. If the dean approves the nomination, it is voted upon by all unit heads in the college. If that vote is positive, another vote is taken of all faculty members in the college. Only after this second vote in favor of the nomination is it forwarded to the advisory committee for honorary degree nominations. Thus, such nominations are thoroughly screened before they ever reach the Senate floor.

Dr. Dinnerstein highlighted Ms. Capin's contributions to the University and the broader community: She has been involved in civic and public service for more than 30 years. In addition to the accomplishments listed on the nomination document, she has been active on the Arizona Humanities Council, and she is a national representative on the Board of Hillel, a social organization for Jewish college students. She has been extremely important in developing and sustaining the Committee on Judaic Studies and the Department of Women's Studies at the UA. She is on the Dean's Council in SBS, and she is a member of the Medici Circle of the College of Fine Arts. Dr. Dinnerstein concluded by asking Senators not to hold Ms. Capin's 16 years of service on the Arizona Board of Regents against her.

Esther Capin's nomination was approved, with one vote opposed and two abstentions.

3. **ADJOURNMENT**

The meeting was adjourned at 5:22 p.m.

Rose M. Gerber, Secretary